

**GLOUCESTER COUNTY / FRATERNAL ORDER
OF POLICE, LODGE # 199
MEMORANDUM OF UNDERSTANDING – July 22, 2013**

This Memorandum of Understanding is entered into as of this 22nd day of July, 2013, by and between **FRATERNAL ORDER OF POLICE LODGE 199** ("FOP") and the **COUNTY OF GLOUCESTER** ("County"). The FOP and the County are referred to collectively herein as "the Parties."

WHEREAS, the Parties have been engaged in negotiations for the resolution;

NOW, THEREFORE, the Parties agree to the following consideration and terms of agreement:

1. Any overtime worked 24 hours before or 24 hours after a Sergeant uses any sick leave, will not be counted towards overtime worked. The Sergeant will be compensated at the straight rate of pay for all sick hours used during this time;
2. Reinstatement of demoted Sergeants shall be placed to Tier one within Lodge #199 contract and follow the pay scale accordingly, effective 7/1/2013. Upon placement in a vacant sergeant's spot the sergeant will be replaced to the salary level that they were removed from and follow the pay scale accordingly. These sergeants will be serving in a working sergeant capacity until a vacant sergeant position becomes available, at which point they will be placed back into a sergeant position;
3. Schedules will be 0600-1800/1800-0600 for Shift Commanders and HED, 0700-1900 for Classification, 0500-1330 and 1130-2000 for Transportation;
4. Staffing minimums for HED and Classification will be ONE (1) allowing one off Vacation/Administrative Leave (ONE (1) C/O or ONE (1) Sgt), Staffing minimums for Transportation will be FOUR (4) teams of TWO (2) (pending daily workload) allowing TWO (2) off Vacation/Administrative Leave (TWO (2) C/Os or TWO (2) Sgts or ONE (1) C/O and ONE (1) Sgt). Vacations will be approved by County time (most senior) in HED, Classification and Transportation. It is understood that in order to maintain sufficient staffing levels, the Employer reserves the right to deny a request for Vacation/Administrative Leave if services would be interrupted, hindered or obstructed.
5. The overtime lists will be, HED (only the 8 in HED), Transportation (4 Classification, 7 on loan, 10 Transports, 4 on A,B,C,D Shift), Supervisors (4 Lts and 4 Sgts) and hospital duty (all GCDOC employees); and
6. Upgrades will be done as we have been in the past, the most senior Sgt gets the upgrade and if there are no Sgts it will be the most senior C/O.

DATE: 7/22/2013

For the FOP:


PRESIDENT, FOP 199

For the COUNTY:


COUNTY ADMINISTRATOR